



## PAKISTAN AIRPORTS AUTHORITY

### OPPORTUNITY TO BECOME A PART OF PAKISTAN AIRPORTS AUTHORITY'S PROFESSIONAL TEAM SITUATION VACANT NOTICE NO. 02/2026

Pakistan Airports Authority (PAA) requires services of qualified individuals to fill the following vacant posts **on Three (03) Years Contract Basis** where selection will be made purely on suitability and merit: -

S. No.	Post	No. of Post(s)	Prescribed Qualification & Skills	Experience	Quota & Pay	Age Limit
<b>Flight Inspection</b>						
1	Additional Director/ Chief Pilot (EG-07)	01	<ul style="list-style-type: none"> <li>▪ Graduate from an HEC Recognized institute.</li> <li>▪ Must have a Valid ATPL (A) issued by Pakistan CAA.</li> <li>▪ Must have a Valid Class-1 Medical Certificate.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Minimum flying experience of 3000 hours with 1000 Hours (500 P-1) on King Air B200 with Pro-line 21 Avionics.</li> <li>▪ Current Turbo-Prop Aircraft Type-Rating.</li> <li>▪ Preference will be given to qualified Flight Instructors.</li> <li>▪ Minimum 10 Years of Experience in Aviation.</li> <li>▪ No unsatisfactory Pilot Proficiency Reports in last 3 years.</li> <li>▪ Well conversant with Air Operator Certification Formalities, CARs &amp; ANOs.</li> <li>▪ Knowledge of Safety Management System &amp; Audit Techniques.</li> <li>▪ Well versed with IT and MS Office applications</li> </ul>	<ul style="list-style-type: none"> <li>▪ Merit</li> <li>▪ Lump Sum Pay Package shall be offered as Rs.514,800/- per month with 05% annual increment</li> <li>▪ Negotiable as per policy</li> </ul>	Maximum 55 years (including all age relaxations)
2	Joint Director / Officer Incharge Aircraft Maintenance Section (EG-05)	01	<ul style="list-style-type: none"> <li>▪ Graduate with 16 years of education</li> <li>▪ PCAA ANO-066 AML holder in Category B1 preferably with <u>NIL limitations</u> with type endorsement of Group-1 category of aircraft.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Candidate must have an overall experience of 10 years in aircraft maintenance out of which at least 3 years must be in maintenance activities of Group-1 category of aircraft.</li> <li>▪ Candidate should be well versed in public procurement processes and administrative &amp; regulatory matters of MRO</li> </ul>	<ul style="list-style-type: none"> <li>▪ Merit</li> <li>▪ Lump Sum Pay Package shall be offered as Rs.373,464/- per month with 05% annual increment</li> <li>▪ Negotiable as per policy</li> </ul>	Maximum 54 years (including all age relaxations)
3	Joint Director/ Captain (EG-05)	01	<ul style="list-style-type: none"> <li>▪ Graduate from an HEC Recognized institute.</li> <li>▪ Must have a Valid ATPL (A) issued by Pakistan CAA.</li> <li>▪ Must have a Valid Class-1 Medical Certificate.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Minimum flying experience of 2500 hours with 1000 Hours on Multi-Engine Aircraft.</li> <li>▪ Current Turbo-Prop Aircraft Type-Rating. Preference will be given to candidates having glass cockpit / EFIS experience.</li> <li>▪ Added advantage will be given to Qualified Flight Instructors.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Merit</li> <li>▪ Lump Sum Pay Package shall be offered as Rs. 373,464/- per month with 05% annual increment</li> <li>▪ Negotiable as per policy</li> </ul>	Maximum 50 years (including all age relaxations)

				<ul style="list-style-type: none"> <li>▪ No unsatisfactory Pilot Proficiency Reports in last 3 Years.</li> <li>▪ Well conversant with Air Operator Certification Formalities, CARs &amp; ANOs.</li> <li>▪ Knowledge of Safety Management System</li> <li>▪ Well versed with IT and MS Office applications.</li> </ul>		
4	Deputy Director / Aircraft Maintenance Engineer B-1 (EG-03)	01	<ul style="list-style-type: none"> <li>▪ Graduate with 16 years of education</li> <li>▪ PCAA ANO-066 AML holder in Category B1 with NIL limitations with type endorsement of Group-1 category of aircraft.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Candidate must have an overall experience of 5 years in aircraft maintenance</li> </ul>	<ul style="list-style-type: none"> <li>▪ Merit</li> <li>▪ Lump Sum Pay Package shall be offered as Rs. 271,236/- per month with 05% annual increment</li> <li>▪ Negotiable as per policy</li> </ul>	Maximum 40 years (including all age relaxations)
5	Deputy Director / Aircraft Maintenance Engineer B-2 (EG-03)	01	<ul style="list-style-type: none"> <li>▪ Graduate with 16 years of education.</li> <li>▪ PCAA ANO-066 AML holder in Category B2 with NIL limitations with type endorsement of Group-1 category of aircraft.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Candidate must have an overall experience of 5 years in aircraft maintenance</li> </ul>	<ul style="list-style-type: none"> <li>▪ Merit</li> <li>▪ Lump Sum Pay Package shall be offered as Rs. 271,236/- per month with 05% annual increment</li> <li>▪ Negotiable as per policy</li> </ul>	Maximum 40 years (including all age relaxations)
6	Deputy Director/ Co-Pilot (EG-03)	01	<ul style="list-style-type: none"> <li>▪ Graduate from an HEC Recognized institute.</li> <li>▪ Must have a Valid CPL/IR issued by Pakistan CAA.</li> <li>▪ Must have a Valid Class-1 Medical Certificate.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Minimum flying experience of 1000 hours with 250 Hours on Multi-Engine Aircraft.</li> <li>▪ Preference will be given to candidates having glass cockpit / EFIS experience.</li> <li>▪ NO unsatisfactory Pilot Proficiency Reports in last 3 Years.</li> <li>▪ Well conversant with Air Operator Certification Formalities, CARs &amp; ANOs.</li> <li>▪ Knowledge of Safety Management System</li> <li>▪ Well versed with IT and MS Office applications.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Merit</li> <li>▪ Lump Sum Pay Package shall be offered as Rs. 271,236/- per month with 05% annual increment</li> <li>▪ Negotiable as per policy</li> </ul>	Maximum 45 years (including all age relaxations)
<b>Airport Services</b>						
7	Joint Director Hospitality & Hotel Management (EG-05)	03	<ul style="list-style-type: none"> <li>▪ Master's Degree in Hospitality Management or equivalent with at least 60% or equivalent CGPA from HEC recognized University / Institute</li> </ul>	<ul style="list-style-type: none"> <li>▪ Minimum 5 years of experience (managerial level) in hospitality management, ideally with experience in high-volume, fast-paced environments like hotels/ resorts/ large event venues/ aviation / airport.</li> <li>▪ Proven ability to develop, implement and maintain high service standards and procedures, with measurable improvements</li> </ul>	<ul style="list-style-type: none"> <li>▪ Merit</li> <li>▪ Lump Sum Pay Package shall be offered as Rs. 373,464/- per month with 05% annual increment</li> <li>▪ Negotiable as per policy</li> </ul>	Maximum 45 years (including all age relaxations)

				<p>in customer satisfaction.</p> <ul style="list-style-type: none"> <li>▪ Experience in managing teams, including training, and performance evaluation</li> </ul>		
8	Joint Director Wildlife Management (EG-05)	03	<ul style="list-style-type: none"> <li>▪ Masters / MPhil degree from a HEC recognized University, in Environmental Sciences or Wildlife Management, with a strong understanding of wildlife hazard to flight operations along with the ability to implement effective bird/ wildlife hazard management strategies.</li> </ul>	<ul style="list-style-type: none"> <li>▪ At least 7 years of professional experience in a research / management role in the field of wildlife / aviation safety (02 years' relaxation in case of PhD holder), including minimum 3 years of field experience in conducting wildlife surveys, monitoring wildlife activity, and implementing wildlife hazard management techniques.</li> <li>▪ Familiarity with the airport environment, and aerodrome wildlife hazard and safety management as well as regulatory requirements will be preferred.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Merit</li> <li>▪ Lump Sum Pay Package shall be offered as Rs. 373,464/- per month with 05% annual increment</li> <li>▪ Negotiable as per policy</li> </ul>	Maximum 45 years (including all age relaxations)

### Finance

9	Joint Director Finance (EG-05)	02	<ul style="list-style-type: none"> <li>▪ MBA Finance/M.com with (10) years of post-qualification experience in reputable Firm/Organization. OR</li> <li>▪ ACCA, ICMAP or CA (inter) with (07) years of post-qualification experience in reputable Firm/Organization.</li> </ul>	<ul style="list-style-type: none"> <li>▪ The candidate should have an excellent knowledge of IFRS, company Law, Internal Financial Controls, Code of Corporate Governance, Risk management practices, PPRA rules and proficient in handling of Tax matters including filling of Returns, Managing Tax Litigations and reconciliation of sales &amp; Income Tax ledgers.</li> <li>▪ Preference will be given to the candidate who is well versed with common ERP solutions (Oracle / SAP) having exposure of Accounts preparation in a large scale Commercial/ Public sector entity.</li> <li>▪ Excellent presentation, Problem solving Leadership, Decision making and analytical skills.</li> <li>▪ Exceptional attention to details is required for this post.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Merit</li> <li>▪ Lump Sum Pay Package shall be offered as Rs. 373,464/- per month with 05% annual increment</li> <li>▪ Negotiable as per policy</li> </ul>	Maximum 40 years (including all age relaxations)
---	--------------------------------	----	---	---	---	--

### Medical Services

10	Senior Deputy Director Medical Services (EG-04)	06	<ul style="list-style-type: none"> <li>▪ MBBS from an HEC recognized University</li> <li>▪ Candidates must be registered with PMDC / PMC</li> </ul>	<ul style="list-style-type: none"> <li>▪ Minimum ten (10) years post-qualification experience preferably in emergency medicine/ cardiology/ internal medicine.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Merit</li> <li>▪ Lump Sum Pay Package shall be offered as Rs. 300,897/- per month with 05% annual increment</li> <li>▪ Negotiable as per policy</li> </ul>	Maximum 50 years (including all age relaxations)
----	---	----	---	---	---	--

## Public Relations

11	Deputy Director Public Relation Management (EG-03)	01	<ul style="list-style-type: none"> <li>▪ Master's degree/ Minimum 16 years of education from an HEC recognized university in any of the following disciplines:                             <ul style="list-style-type: none"> <li>✓ Digital Media</li> <li>✓ Social Media &amp; Digital Marketing</li> <li>✓ Digital Communications</li> <li>✓ Media &amp; Communication Studies (with specialization in Digital / New Media)</li> <li>✓ Strategic Communications (with digital focus)</li> <li>✓ Interactive Media / Multimedia Studies</li> </ul> </li> <li><b>Note:</b> Degrees focused primarily on traditional print journalism without demonstrated digital / media technology specialization will not be preferred unless supplemented by relevant digital certifications and professional experience.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Minimum 5–7 years of post-qualification professional experience in digital media management, social media strategy, online communications, or corporate digital engagement.</li> <li>▪ At least 3 years of demonstrable experience managing official or verified social media accounts (blue-tick or formally recognized institutional accounts) of:                             <ul style="list-style-type: none"> <li>▪ Government organizations</li> <li>▪ Public sector entities</li> <li>▪ Regulatory authorities</li> <li>▪ Large corporations</li> <li>▪ Reputable national or international institutions</li> </ul> </li> <li><b>Experience must include:</b> <ul style="list-style-type: none"> <li>▪ Designing and executing platform-specific digital strategies</li> <li>▪ Managing high-follower institutional accounts</li> <li>▪ Handling public interaction and reputation-sensitive communication</li> <li>▪ Running organic and/or paid digital campaigns</li> <li>▪ Producing and supervising multimedia content (video, graphics, short-form content)</li> <li>▪ Managing digital communication during crisis or high-sensitivity events</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ Merit</li> <li>▪ Lump Sum Pay Package shall be offered as Rs. 271,236/- per month with 05% annual increment</li> <li>▪ Negotiable as per policy</li> </ul>	Maximum 40 years (including all age relaxations)
----	--	----	--	--	---	--

## Planning & Development

12	Deputy Director Project Appraisal (EG-03)	01	<ul style="list-style-type: none"> <li>▪ Minimum Bachelor's degree in Civil / Electrical / Mechanical Engineering, minimum 16 years of education with 70% aggregate or equivalent CGPA from HEC recognized university Engineering</li> <li>▪ Preference shall be given to candidates having Master's Degree from HEC recognized University.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Minimum 08 years' experience on mega projects involving buildings, pavements and MEP.</li> <li>▪ In depth knowledge of Planning Commission of Pakistan and PEC guidelines and applicable rules and regulations also Procurement laws and contract structures (PPRA &amp; FIDIC)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Merit</li> <li>▪ Lump Sum Pay Package shall be offered as Rs. 271,236/- per month with 05% annual increment</li> <li>▪ Negotiable as per policy</li> </ul>	Maximum 40 years (including all age relaxations)
----	---	----	--	---	---	--

13	Deputy Director Technical Statistics (EG-03)	01	<ul style="list-style-type: none"> <li>▪ Bachelor's degree in Data Science, Statistics, Economics, Finance / Accounting or Engineering with 70% aggregate or equivalent CGPA from HEC recognized university / institute.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Minimum 06 years of working experience in a technical role related to data analysis or statistics.</li> <li>▪ Proven expertise in applying statistical methods and tools to analyze complex data sets.</li> <li>▪ Proficient in advanced data analysis tools and software (e.g., SQL, R, Python, SAS etc.) and experience with data visualization tools (e.g., Tableau, Power BI etc.).</li> <li>▪ Excellent analytical and problem-solving skills with the ability to identify patterns and draw meaningful conclusions from data.</li> <li>▪ Strong written and verbal communication skills, with the ability to present technical information in a clear and concise manner to both technical and non-technical audiences.</li> <li>▪ Experience in advanced data analysis &amp; visualization tools.</li> <li>▪ Good communication and teamwork abilities.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Merit</li> <li>▪ Lump Sum Pay Package shall be offered as Rs. 271,236/- per month with 05% annual increment</li> <li>▪ Negotiable as per policy</li> </ul>	Maximum 40 years (including all age relaxations)
14	Deputy Director Interior Design (EG-03)	01	<ul style="list-style-type: none"> <li>▪ Bachelor's degree in Architecture (Five Years) with at least 1st Division or Equivalent CGPA from HEC recognized University/ Institute</li> <li>▪ Diploma or Master in Interior Design from a recognized University/ Institute will be given preference</li> <li>▪ Must be registered with Pakistan Council of Architects &amp; Town Planners (PCATP)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Minimum 05 years of Professional experience in relevant field with a proven experience of interior designing of large-scale projects in reputed Architectural or interior design firms.</li> <li>▪ Having good communication and presentation skills.</li> <li>▪ Ability to use architecture design Software such as AutoCAD or Revit to produce detailed Computer aided designs</li> <li>▪ Proficiency in 3D visualization Software such as Sketchup / 3D max.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Merit</li> <li>▪ Lump Sum Pay Package shall be offered as Rs. 271,236/- per month with 05% annual increment</li> <li>▪ Negotiable as per policy</li> </ul>	Maximum 40 years (including all age relaxations)
15	Deputy Director Urban Design (EG-03)	01	<ul style="list-style-type: none"> <li>▪ Bachelor's degree in Architecture (Five Years) with at least 1st Division or Equivalent CGPA from HEC recognized University/ Institute</li> <li>▪ Diploma or Master in Urban Design from a recognized</li> </ul>	<ul style="list-style-type: none"> <li>▪ Minimum 05 years of Professional experience in relevant field with a proven working experience in small to large-scale projects in reputed Architectural, Urban Design or Engineering firm.</li> <li>▪ Having good communication and presentation skills</li> </ul>	<ul style="list-style-type: none"> <li>▪ Merit</li> <li>▪ Lump Sum Pay Package shall be offered as Rs. 271,236/- per month with 05% annual increment</li> <li>▪ Negotiable as per policy</li> </ul>	Maximum 40 years (including all age relaxations)

			<p>University/ Institute will be given preference.</p> <ul style="list-style-type: none"> <li>▪ Must be registered with Pakistan Council of Architects &amp; Town Planners (PCATP)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Proficiency in Planning &amp; Design Software such as AutoCAD, GIS and other infrastructure development software</li> <li>▪ Basic Knowledge of Airports operations and Infrastructure would be an added advantage during the selection procedure.</li> </ul>		
16	Deputy Director ADP Management (EG-03)	01	<ul style="list-style-type: none"> <li>▪ CMA Passed / CA Finalist-articles completed / ACCA member / MBA (Finance) with 70% aggregate or equivalent CGPA from HEC recognized university / institute.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Minimum 08 years of working experience in aviation sector, infrastructure development, or financial institution.</li> <li>▪ Demonstrated expertise in financial budgeting, implementation, and monitoring.</li> <li>▪ Experience in leading projects, particularly those involving data migration and system implementation.</li> <li>▪ Proficient in creating clear and compelling visualizations using tables, pie charts, bar charts, and other data visualization techniques.</li> <li>▪ Proficiency in relevant software programs particularly MS Excel, MS Power Point and other related software tools.</li> <li>▪ Strong analytical and problem-solving skills with a focus on digital transformation.</li> <li>▪ Excellent communication and interpersonal skills.</li> <li>▪ Proficiency in financial management principles and practices.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Merit</li> <li>▪ Lump Sum Pay Package shall be offered as Rs. 271,236/- per month with 05% annual increment</li> <li>▪ Negotiable as per policy</li> </ul>	Maximum 42 years (including all age relaxations)

**Application Procedure:**

- Interested candidates are required to fill & submit Online Job Application Form available at [www.paa.gov.pk/](http://www.paa.gov.pk/) within Twenty (20) days from the date of this advertisement.
- Candidates must upload their CV (with photograph), PDF copies of required certificates/degree, and CNIC while applying for the job.
- Candidates applying for the position are required to deposit a non-refundable test fee of Rs. 500/- into Allied Bank of Pakistan Account No. [0010011740150017] (Account Title "Pakistan Airports Authority") IBAN # PK03ABPA0010011740150017 at the time of submitting their online application. Candidates applying for multiple positions must submit a separate fee for each post applied for. Applications submitted without the required fee will not be considered
- Selected candidates will be required to serve anywhere in Pakistan as per requirement of PAA
- If a candidate fails to upload the required documents with the online application form, his or her application will be rejected.
- All the interested candidates must read the Terms of Reference (TOR) available on the website, before applying for the post(s).

**ADDITIONAL DIRECTOR HR (TM)**  
**HEADQUARTERS PAKISTAN AIRPORTS AUTHORITY,**  
**TERMINAL-I, JINNAH INTERNATIONAL AIRPORT, KARACHI**  
**TEL: 021-99072067-8**



# PAKISTAN AIRPORTS AUTHORITY

## Terms of Reference

- i) Candidates not fulfilling the above requirements or submitting **incomplete application shall not be considered.**
- ii) Test / Interview will be conducted at Karachi, Lahore, Islamabad, Peshawar and Quetta for which separate notices will be issued (**depending on the number of candidates**).
- iii) The candidates to be called for the interview have to produce original documents for necessary verification while appearing for the interview.
- iv) No TA / DA is admissible for test / interview.
- v) Appointment will be subject to PAA's medical fitness standards.
- vi) Selected candidates will be required to serve anywhere in Pakistan as per requirement of PAA
- vii) Government servants / employees of autonomous bodies / corporations will be required to submit **NOC from current employer before interview.**
- viii) Misinformation and any attempt to influence the selection process will be considered as a definite disqualification for current as well as future recruitment in PAA, even if the candidate is otherwise qualified.
- ix) In case, any educational documents or any other document provided by the applicants is found incorrect / fake / bogus at any stage, the services of selected candidate will be terminated immediately and he / she will be blacklisted in future.